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DDIS 67-3865

26 JUL 1967

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Proposed System Analysis of Psychological Data

1. This memorandum contains in paragraph 4 recommendations for the approval of the Deputy Director for Support.

2. Recent briefings by this office have sought to demonstrate the following points concerning the Professional Applicant Test Battery (PATB) that is administered by our Assessment and Evaluation Staff to applicants for Agency professional positions:

a. As an instrument used to measure traits and characteristics relevant to hiring, placement, training, and performance, the PATB is (1) reliable, (2) valid, and (3) valuable in comparing Agency groups with one another and with outside groups.

b. In the hands of the AES the PATB is used as a clinical rather than a mechanical instrument. Our thirteen years experience has provided data and knowledge that permit a clinical description as well as a certain predictability to be derived from an individual's test results.

c. Based on this experience it is our conviction that the PATB can be put to further use in the Agency's interest, particularly in those areas of special interest to management such as selection, retention and development. We also believe that the PATB can contribute significantly to the systems approach to the analysis of Agency human resources, e.g., the SIPB of the Support Directorate ADP effort.

3. As a specific proposal in this regard, it is suggested that career data on a particular Agency group, the Career Training population (past and present), be collected and studied in an effort to develop answers to certain questions that management might pose concerning such personnel. (CT personnel are suggested in view of the wealth of test data already available on them, their common initial Agency training and experience, and the importance of this group to the future of the Agency.) This effort would require the development by the AES of measures and other research instruments which in themselves might provide certain by-products of interest to management. To conduct this study the OMS would require the assistance of certain other Support Directorate elements (e.g., Personnel, Training, Security) having pertinent additional data.

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4. Accordingly, it is recommended that:

a. Policy approval be granted for the Office of Medical Services to set up and chair a task force of psychologists and representatives from the Support Directorate and other appropriate components for the purpose of identifying, collecting and systematically analyzing data pertaining to personnel who have participated or who are now participating in the Career Training Program;

b. The Chairman of the task force submit periodic reports to the Deputy Director for Support covering task force activities;

c. Chief, Assessment and Evaluation Staff submit periodic substantive reports to the Deputy Director for Support covering the analysis and interpretation of relevant psychological data.

JOHN R. TIETJEN, M.D.
Director of Medical Services

The recommendations contained in paragraph 4 are approved.

SIGNED R. L. BANNERMAN

28 JUL 1967

R. L. BANNERMAN
Deputy Director for Support

Date

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